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ABSTRACT

Salary data for full-time faculty in 21 selected disciplines were collected through the 1981-1982 National Pilot Faculty Salary Survey conducted by the American Association of State Colleges and Universities (AASCU) and the College and University Personnel Association (CUPA). Data by discipline and rank were collected for over 39,000 faculty members at 204 AASCU institutions. The statistics on salary include: average, high, and low salary, the percentage of faculty in a given discipline who hold a given academic rank, and the ratio of the average salary to the total average salary of all institutions. The following academic ranks are covered: professor, associate professor, assistant professor, new assistant professor, and instructor. Discipline areas are as follows: biological sciences, business and management, communications, computer and information sciences, education, special education, vocational and technical education, engineering, fine and applied arts, foreign languages, home economics, English, library science, mathematics, physical sciences, psychology, economics, history, geography, political science and government, and sociology. A list of participating institutions is appended. (SW)

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AASCU/CUPA

1981-82

NATIONAL PILOT

FACULTY SALARY SURVEY

BY

DISCIPLINE AND RANK

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COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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NATIONAL PILOT FACULTY SALARY SURVEY

by

Discipline and Rank

of

Twenty-one Selected Discipline Areas

IN CONJUNCTION WITH

APPALACHIAN STATE UNIVERSITY

BOONE, NORTH CAROLINA

ACKNOWLEDGMENTS

This national pilot faculty salary survey has been a collegial undertaking in the best sense of the term. Two national associations with headquarters in Washington, D. C., the American Association of State Colleges and Universities (AASCU) and the College and University Personnel Association (CUPA), cooperated with Appalachian State University in Boone, North Carolina, to produce this report.

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Finally, very special thanks go to those 204 AASCU institutional presidents who participated in the study.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to request that AASCU members participate in a full survey effort.

The following papers by the CUPA Faculty and Staff Relations Council further document this development process:

1. Faculty Compensation Study: The Background and the Need
15 January 1980
2. Faculty Compensation Study: The Pilot Model Operationalization
14 March 1980
3. Faculty Compensation Study: The Pilot Model Effectualization
30 June 1980
4. Recommendations Toward a Faculty Compensation Study
15 July 1980

As a result, AASCU and CUPA agreed to work cooperatively with Appalachian State University, which took responsibility for the input of all data on computer tape. M. L. Gilliam, from Oklahoma State University, tabulated the results.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines motivated the decision to conduct this study.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member

needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

This survey demonstrates a method for collecting the detailed data that administrators can apply in their decision-making. Based on the data collected, the user can assess faculty salaries at her or his institution in relation to the marketplace as a whole.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1981-82 National Pilot Faculty Salary Survey by Discipline and Rank collected and tabulated full-time salary data for faculty in 21 selected disciplines. The CUPA Faculty and Staff Relations Council selected a basic set of disciplines that would be most common among the institutions to be surveyed. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs, 1981 (see Appendix A). Data for over 39,000 faculty members in these disciplines at 204 AASCU institutions (see Appendix B) were collected and tabulated in the survey.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the Council selected the following variables: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulation of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

- SALARY--based on a nine or ten month academic year salary. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.
- AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.
- HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.
- LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.
- FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.
- SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics implies that the average salary for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions.
- NUM--the number of faculty members whose salaries were included to compute the average salary.

- N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.
- PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.
- NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1981. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

The goal of the pilot survey effort and the report was to discuss the development process and to demonstrate the utility of the effort. Therefore, an overall analysis has not been undertaken.

However, it is important to illustrate the type of analyses possible using the data presently available. The following table shows the comparative potential of the data for two disciplines: Business and Management and Communications.

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: BUSINESS & MANAGEMENT																		
AVERAGE SALARY	32841	1125	184	27313	1412	185	22755	1553	194	22972	276	109	17621	856	139	25792	4746	193
HIGH SALARY	89995			42818			32830			32000			31410			89995		
LOW SALARY	18000			18000			13958			14350			8000			8000		
FAC MIX PCT	0.24			0.30			0.33			0.08			0.14			1.00		
SALARY FACTOR	1.07			1.09			1.10			1.16			1.07			1.04		

DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS																		
AVERAGE SALARY	30298	297	99	24477	355	112	20031	452	128	18346	43	33	16226	179	77	22934	1253	148
HIGH SALARY	44550			38515			33723			23000			29542			44550		
LOW SALARY	15000			18072			14162			14500			10100			10100		
FAC MIX PCT	0.21			0.28			0.38			0.03			0.14			1.00		
SALARY FACTOR	0.99			0.98			0.97			0.93			0.98			0.92		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average.

The Business and Management results were computed for a larger number of participating institutions and a larger number of faculty than were the Communications results.

	NUMF	N/IS
B&M	4746	193
C	1253	148

2. Average Salary. The average salary for every rank in Business and Management is higher than that in Communications:

	Prof	ASSOCP	ASSTP	NASSTP	IN	AR
B&M	32841	27313	22755	22972	17621	25792
C	30298	24477	20031	18746	16226	22934

3. High and Low Salaries. In general, the high and low salaries are higher in Business and Management than in Communications. An examination of each rank value, however, reveals much variation within ranks.

High Salary

	Prof	ASSOCP	ASSTP	NASSTP	IN	AR
B&M	69995	42816	32830	32000	31410	69995
C	44550	36515	33723	23000	29542	44550

Low Salary

	Prof	ASSOCP	ASSTP	NASSTP	IN	AR
B&M	18000	16000	13956	14350	6000	6000
C	15000	18072	14182	14500	10100	10100

4. Faculty Mix Percentage. The two disciplines seem similar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, 24 percent of all faculty in Business and Management hold the rank of Professor, compared with 21 percent of those in Communications.

	Prof	ASSOCP	ASSTP	NASSTP	IN	AR
B&M	.24	.30	.33	.06	.14	1.00
	.21	.28	.36	.03	.14	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members of that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show that for every rank, Business and Management faculty salary is higher than the average salary, while Communications

faculty salary is consistently lower, For example, in Business and Management the average salary of an associate professor is 9 percent above the average salary of all associate professors at all reporting institutions.

	Prof	ASSOCP	ASSTP	NASSTP	IN	AR
B&M	1.07	1.09	1.10	1.16	1.07	1.04
C	.99	.98	.97	.93	.98	.92

Data Tables

FACULTY SALARY SURVEY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	<u>SALARY</u>	<u>NUM</u>	<u>N/IS</u>	<u>SALARY</u>	<u>NUM</u>	<u>N/IS</u>	<u>SALARY</u>	<u>NUM</u>	<u>N/IS</u>	<u>SALARY</u>	<u>NUM</u>	<u>N/IS</u>	<u>SALARY</u>	<u>NUM</u>	<u>N/IS</u>	<u>SALARY</u>	<u>NUM</u>	<u>N/IS</u>
	ALL DISCIPLINE AVERAGES ALL MAJOR FIELDS																	
AVERAGE SALARY	30739	12266		24959	12729		20708	10906		19770	1319		16500	3310		24870	39211	
HIGH SALARY	69995			42816			37190			32000			31410			69995		
LOW SALARY	15000			13000			8250			10500			6000			6000		
FAC MIX PCT	0.31			0.32			0.28			0.03			0.08			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		

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FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: BIOLOGICAL SCIENCES MAJOR FIELD: BIOLOGICAL SCIENCES

AVERAGE SALARY	30129	1098	183	24378	819	186	20219	587	173	18418	69	51	16110	88	50	25591	2592	197
HIGH SALARY	55833			33539			30000			30000			21100			55833		
LOW SALARY	18000			15500			11628			12015			8028			8028		
FAC MIX PCT	0.42			0.32			0.23			0.03			0.03			1.00		
SALARY FACTOR	0.98			0.98			0.98			0.93			0.98			1.03		

DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: BUSINESS & MANAGEMENT

AVERAGE SALARY	32841	1125	164	27313	1412	185	22755	1553	184	22972	276	109	17621	656	139	25792	4746	193
HIGH SALARY	69995			42816			32830			32000			31410			69995		
LOW SALARY	18000			16000			13956			14350			6000			6000		
FAC MIX PCT	0.24			0.30			0.33			0.06			0.14			1.00		
SALARY FACTOR	1.07			1.09			1.10			1.16			1.07			1.04		

DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS

AVERAGE SALARY	30296	267	99	24477	355	112	20031	452	126	18346	43	33	16226	179	77	22934	1253	148
HIGH SALARY	44550			36515			33723			23000			29542			44550		
LOW SALARY	15000			18072			14182			14500			10100			10100		
FAC MIX PCT	0.21			0.28			0.36			0.03			0.14			1.00		
SALARY FACTOR	0.99			0.98			0.97			0.93			0.98			0.92		

FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: COMPUTER & INFO SCIENCES MAJOR FIELD: COMPUTER & INFO SCIENCES

AVERAGE SALARY	31846	131	67	27063	240	100	22713	246	105	22454	44	36	17867	133	59	24840	750	137
HIGH SALARY	46132			35000			30400			28000			25000			46132		
LOW SALARY	20877			18136			16316			17001			11691			11691		
FAC MIX PCT	0.17			0.32			0.33			0.06			0.18			1.00		
SALARY FACTOR	1.04			1.08			1.10			1.14			1.08			1.00		

DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION

AVERAGE SALARY	30157	725	138	24992	681	143	21033	470	138	18898	32	26	17442	98	44	25571	1974	159
HIGH SALARY	68265			39302			30000			23100			24823			68265		
LOW SALARY	16332			16740			12000			12000			12500			12000		
FAC MIX PCT	0.37			0.34			0.24			0.02			0.05			1.00		
SALARY FACTOR	0.98			1.00			1.02			0.96			1.06			1.03		

DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL

AVERAGE SALARY	29863	290	88	24488	301	106	20764	322	105	18888	44	37	16629	84	42	24186	997	128
HIGH SALARY	40055			32040			28890			28140			23000			40055		
LOW SALARY	17505			16936			15559			16000			11760			11760		
FAC MIX PCT	0.29			0.30			0.32			0.04			0.08			1.00		
SALARY FACTOR	0.97			0.98			1.00			0.96			1.01			0.97		

FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: EDUCATION MAJOR FIELD: VOCATIONAL AND TECHNICAL EDUCATION

AVERAGE SALARY	30289	169	52	24713	188	64	20895	165	60	19862	23	16	16982	102	37	23949	624	76
HIGH SALARY	38266			39302			37190			29600			22679			39302		
LOW SALARY	21876			19184			14500			15000			8127			8127		
FAC MIX PCT	0.27			0.30			0.26			0.04			0.16			1.00		
SALARY FACTOR	0.99			0.99			1.01			1.00			1.03			0.96		

DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING

AVERAGE SALARY	32835	468	56	26918	504	63	22427	357	58	22331	53	26	17465	84	34	27181	1413	67
HIGH SALARY	50000			38287			30000			30000			28000			50000		
LOW SALARY	16316			18207			14950			14950			10000			10000		
FAC MIX PCT	0.33			0.36			0.25			0.04			0.06			1.00		
SALARY FACTOR	1.07			1.08			1.08			1.13			1.06			1.09		

DISCIPLINE: FINE & APPLIED ARTS MAJOR FIELD: FINE & APPLIED ARTS

AVERAGE SALARY	29519	1179	152	23795	1370	175	19630	1378	172	18101	158	68	16542	377	111	23394	4304	179
HIGH SALARY	48273			36409			31241			26942			28572			48273		
LOW SALARY	20597			15820			10050			12500			7783			7783		
FAC MIX PCT	0.27			0.32			0.32			0.04			0.09			1.00		
SALARY FACTOR	0.96			0.95			0.95			0.92			1.00			0.94		

FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: FOREIGN LANGUAGES MAJOR FIELD: FOREIGN LANGUAGES

AVERAGE SALARY	30146	379	120	24402	488	154	20098	407	144	17083	37	26	16326	101	52	24118	1375	182
HIGH SALARY	44796			34199			28183			21000			21545			44796		
LOW SALARY	21315			17298			10500			10500			9225			9225		
FAC MIX PCT	0.28			0.35			0.30			0.03			0.07			1.00		
SALARY FACTOR	0.98			0.98			0.97			0.86			0.99			0.97		

DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS

AVERAGE SALARY	30503	129	54	24377	162	67	20610	323	76	18614	32	23	16358	150	57	22244	764	86
HIGH SALARY	54610			31950			30530			22838			27112			54610		
LOW SALARY	20484			17829			15000			15000			8001			8001		
FAC MIX PCT	0.17			0.21			0.42			0.04			0.20			1.00		
SALARY FACTOR	0.99			0.98			1.00			0.94			0.99			0.89		

DISCIPLINE: LETTERS MAJOR FIELD: ENGLISH, GENERAL

AVERAGE SALARY	30239	1133	173	23958	1197	188	19888	1070	182	17360	85	53	14838	480	113	23541	3880	197
HIGH SALARY	68215			35358			29467			22896			22835			68215		
LOW SALARY	20069			16875			8250			11580			6924			6924		
FAC MIX PCT	0.29			0.31			0.28			0.02			0.12			1.00		
SALARY FACTOR	0.98			0.96			0.96			0.88			0.90			0.95		

FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: LIBRARY SCIENCE

AVERAGE SALARY	30112	39	21	24136	108	41	20041	115	42	18798	7	5	15918	51	20	22037	313	59
HIGH SALARY	38986			29000			28340			20600			20317			38986		
LOW SALARY	23709			15875			12446			16700			9265			9265		
FAC MIX PCT	0.12			0.35			0.37			0.02			0.18			1.00		
SALARY FACTOR	0.98			0.97			0.97			0.95			0.96			0.89		

DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS

AVERAGE SALARY	30561	765	168	25018	906	181	20765	675	158	19627	76	45	15574	309	99	24434	2655	194
HIGH SALARY	50000			36400			29467			25000			31000			50000		
LOW SALARY	19899			16059			14037			12075			10000			10000		
FAC MIX PCT	0.29			0.34			0.25			0.03			0.12			1.00		
SALARY FACTOR	0.99			1.00			1.00			0.99			0.94			0.98		

DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES

AVERAGE SALARY	30822	1300	177	25106	932	184	20398	569	155	19282	79	51	16046	93	55	26457	2894	195
HIGH SALARY	50000			35358			32500			23533			23400			50000		
LOW SALARY	20877			16807			13956			14500			6274			6274		
FAC MIX PCT	0.45			0.32			0.20			0.03			0.03			1.00		
SALARY FACTOR	1.00			1.01			0.99			0.98			0.97			1.06		

FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY

AVERAGE SALARY	31015	796	175	24556	828	184	19905	576	173	18729	72	48	16306	57	40	25438	2257	200
HIGH SALARY	53929			35358			32450			28140			20220			53929		
LOW SALARY	18504			17400			11000			14500			12753			11000		
FAC MIX PCT	0.35			0.37			0.26			0.03			0.03			1.00		
SALARY FACTOR	1.01			0.98			0.96			0.95			0.99			1.02		

DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ECONOMICS

AVERAGE SALARY	31215	281	108	25790	286	118	21219	306	119	20971	48	34	17471	76	46	25256	949	147
HIGH SALARY	44901			37170			34100			29000			24067			44901		
LOW SALARY	19797			13000			15750			16040			11667			11667		
FAC MIX PCT	0.30			0.30			0.32			0.05			0.08			1.00		
SALARY FACTOR	1.02			1.03			1.02			1.06			1.06			1.02		

DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: HISTORY

AVERAGE SALARY	30593	930	178	24316	726	175	20321	329	134	17394	33	27	16820	34	25	26430	2019	197
HIGH SALARY	64943			34095			29467			23000			21040			64943		
LOW SALARY	21619			15900			14000			14000			13000			13000		
FAC MIX PCT	0.46			0.36			0.16			0.02			0.02			1.00		
SALARY FACTOR	1.00			0.97			0.98			0.88			1.02			1.06		

FACULTY SALARY SURVEY

PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS

DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: GEOGRAPHY

AVERAGE SALARY	30651	265	91	24800	232	112	20519	194	95	18092	14	13	17445	31	25	25481	722	142
HIGH SALARY	42000			33525			28340			22000			21300			42000		
LOW SALARY	22333			17161			15232			15300			14168			14168		
FAC MIX PCT	0.37			0.32			0.27			0.02			0.04			1.00		
SALARY FACTOR	1.00			0.99			0.99			0.92			1.06			1.02		

DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: POLITICAL SCIENCE AND GOVERNMENT

AVERAGE SALARY	30944	401	141	24614	406	147	19839	299	132	18402	46	36	16940	46	30	25271	1152	187
HIGH SALARY	58500			36336			28340			24000			23800			58500		
LOW SALARY	18630			17775			14000			14000			12960			12960		
FAC MIX PCT	0.35			0.35			0.26			0.04			0.04			1.00		
SALARY FACTOR	1.01			0.99			0.96			0.93			1.03			1.02		

DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY

AVERAGE SALARY	30958	396	129	24612	588	171	20116	513	163	18212	48	30	16374	81	53	24319	1578	194
HIGH SALARY	52098			35358			29834			22980			23861			52098		
LOW SALARY	19005			17226			14500			14500			8593			8593		
FAC MIX PCT	0.25			0.37			0.33			0.03			0.05			1.00		
SALARY FACTOR	1.01			0.99			0.97			0.92			0.99			0.98		

APPLICATIONS FOR FUTURE USE

The results of this national faculty pilot survey indicate that both the data retrieval and the data analysis methodologies are workable and replicable. The sample for this survey was large enough--39,000--to allow preliminary conclusions about the differences and similarities of faculty salaries between disciplines. At the same time, the data from this survey are somewhat limited in their applicability. The participating institutions were of one specific type: public colleges and universities that grant primarily baccalaureate degrees. Therefore, conclusions can be drawn only about this group of institutions.

The survey collected data on 21 of the many disciplines included in the HEGIS Taxonomy and A Classification of Instructional Programs. Because of the financial considerations in most postsecondary institutions, data about more disciplines would probably be more helpful in long-range planning.

Finally, other factors affect salary in the academic marketplace, such as base salary upon initial appointment (except for the category "New Assistant Professor" as of Fall 1981), degrees held (especially terminal degrees), sex, race, years of service in rank(s) at the current institution, years of prior service in rank(s) at other institutions, competencies in lieu of the terminal degree, and merit and/or across-the-board raises.

The goal of next year's effort will be to survey different types of institutions and to increase the number of disciplines surveyed. In addition, the survey will include size measures of institutions and other variables to facilitate comparative studies tailored to the needs of specific institutions. No longer a pilot, the next survey can be established as a permanent source of comparative information for faculty and administrators in the academic marketplace.

APPENDIX A

LIST OF SELECTED DISCIPLINES*

TABLE 1	ALL DISCIPLINE AVERAGES ALL MAJOR FIELDS
TABLE 2	DISCIPLINE: BIOLOGICAL SCIENCES--26. (0400) MAJOR FIELD: BIOLOGICAL SCIENCES
TABLE 3	DISCIPLINE: BUSINESS & MANAGEMENT--06. (0500) MAJOR FIELD: BUSINESS & MANAGEMENT
TABLE 4	DISCIPLINE: COMMUNICATIONS--09. (0600) MAJOR FIELD: COMMUNICATIONS
TABLE 5	DISCIPLINE: COMPUTER & INFO SCIENCES--11. (0700) MAJOR FIELD: COMPUTER & INFO SCIENCES
TABLE 6	DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION--13.1202 (0802)
TABLE 7	DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL--13.1001 (0808)
TABLE 8	DISCIPLINE: EDUCATION MAJOR FIELD: VOCATIONAL AND TECHNICAL EDUCATION 13.1309 (0839)
TABLE 9	DISCIPLINE: ENGINEERING--14. (0900) MAJOR FIELD: ENGINEERING
TABLE 10	DISCIPLINE: FINE & APPLIED ARTS--50. (1000) MAJOR FIELD: FINE & APPLIED ARTS
TABLE 11	DISCIPLINE: FOREIGN LANGUAGES--16. (1100) MAJOR FIELD: FOREIGN LANGUAGES
TABLE 12	DISCIPLINE: HOME ECONOMICS--19. (1300) MAJOR FIELD: HOME ECONOMICS
TABLE 13	DISCIPLINE: LETTERS MAJOR FIELD: ENGLISH, GENERAL--23.0101 (1501)
TABLE 14	DISCIPLINE: LIBRARY SCIENCE--25. (1600) MAJOR FIELD: LIBRARY SCIENCE

TABLE 15	DISCIPLINE:	MATHEMATICS--27. (1700)
	MAJOR FIELD:	MATHEMATICS
TABLE 16	DISCIPLINE:	PHYSICAL SCIENCES--40. (1900)
	MAJOR FIELD:	PHYSICAL SCIENCES
TABLE 17	DISCIPLINE:	PSYCHOLOGY--42. (2000)
	MAJOR FIELD:	PSYCHOLOGY
TABLE 18	DISCIPLINE:	SOCIAL SCIENCES
	MAJOR FIELD:	ECONOMICS--45.0601 (2204)
TABLE 19	DISCIPLINE:	SOCIAL SCIENCES
	MAJOR FIELD:	HISTORY--45.0801 (2205)
TABLE 20	DISCIPLINE:	SOCIAL SCIENCES
	MAJOR FIELD:	GEOGRAPHY--45.0701 (2206)
TABLE 21	DISCIPLINE:	SOCIAL SCIENCES
	MAJOR FIELD:	POLITICAL SCIENCE AND GOVERNMENT--45.1001 (2207)
TABLE 22	DISCIPLINE:	SOCIAL SCIENCES
	MAJOR FIELD:	SOCIOLOGY--45.1101 (2208)

*The numbers after the selected disciplines are "crosswalks" between the New Classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the New Classification and those in parenthesis are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline, of course.

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

Adams State College
Alcorn State University
Angelo State University
Appalachian State University
Augusta College
Austin Peay State University
Ball State University
Bemidji State University
Black Hills State College
Boise State University
Bowie State College
California State College of
Pennsylvania
California State College
at Fullerton
California State College
at Stanislaus
California State University
at Dominguez Hills
California State University
at Hayward
Cameron University
Castleton State College
Central Michigan University
Central Missouri State University
Central Washington University
Chadron State College
Chicago State University
Christopher Newport College
Cleveland State University
College of Charleston

College of the Virgin Islands
Columbus College
Concord College
Coppin State College
Corpus Christi State University
Delta State University
East Central Oklahoma
State University
East Stroudsburg State College
East Tennessee State University
East Texas State University
at Texarkana
Eastern Illinois University
Eastern Montana College
Eastern New Mexico University
Eastern Oregon State College
Eastern Washington University
Edinboro State College
Emporia State University
Fairmont State College
Fayetteville State University
Fitchburg State College
Florida Agricultural and
Mechanical University
Florida International University
Fort Hays State University
Francis Marion College
Frostburg State College
George Mason University
Georgia College

Georgia Southern College
 Georgia State University
 Grambling State University
 Grand Valley State Colleges
 Henderson State University
 Idaho State University
 Illinois State University
 Indiana State University
 Indiana State University
 at Evansville
 Indiana University
 of Pennsylvania
 James Madison University
 John Jay College of Criminal
 Justice at City University
 of New York
 Kearney State College
 Keene State College
 Kent State University
 Lake Superior State College
 Lamar University
 Lander College
 Livingston University
 Lock Haven State College
 Longwood College
 Louisiana State University
 at Shreveport
 Louisiana Tech University
 Lyndon State College
 Mansfield State College
 Marshall University
 Mayville State College
 McNeese State University
 Memphis State University
 Mesa College

Metropolitan State College
 Middle Tennessee State University
 Midwestern State University
 Millersville State College
 Mississippi Valley State
 University
 Missouri Southern State College
 Missouri Western State College
 Montana College of Mineral
 Science and Technology
 Morehead State University
 Murray State University
 New Jersey Institute of Technolog
 North Adams State College
 North Texas State University
 Northeast Louisiana University
 Northeastern Illinois University
 Northern Arizona University
 Northern Illinois University
 Northern Kentucky University
 Northern Michigan University
 Northern Montana College
 Northwestern Oklahoma
 State University
 Oakland University
 Old Dominion University
 Oregon Institute of Technology
 Pembroke State University
 Peru State College
 Plymouth State College
 Portland State University
 Potsdam College of Arts and
 Science
 Radford University
 Ramapo College of New Jersey

Rhode Island College
 Salisbury State College
 Savannah State College
 Shepherd College
 Slippery Rock State College
 Sonoma State University
 Woutheast Missouri State University
 Southern Arkansas University
 Southern Illinois University
 at Edwardsville
 Southern Oregon State College
 Southwest Missouri
 State University
 Southwest State University (MN)
 Southwest Texas State University
 Southwestern Oklahoma
 State University
 St. Cloud State University
 St. Mary's College of Maryland
 Stephen F. Austin
 State University
 State University of New York
 College at Brockport
 State University of New York
 College at Buffalo
 State University of New York
 College at Cortland
 State University of New York
 College at Fredonia
 State University of New York
 College at New Paltz
 State University of New York
 College of Tech at Utica/Rome
 Tennessee Technological University
 Texas A & I University
 Texas A & M University
 at Galveston
 Towson State University

Trenton State College
 University of Akron
 University of Alabama in
 Huntsville
 University of Arkansas
 at Monticello
 University of Baltimore
 University of Central Florida
 University of Colorado
 University of Colorado
 at Denver
 University of The District
 of Columbia
 University of Guam
 University of Houston
 at Clear Lake City
 University of Houston
 Downtown College
 University of Houston
 Victoria Campus
 University of Lowell
 University of Maryland
 at Baltimore County
 University of Nebraska
 at Omaha
 University of Nevada
 at Las Vegas
 University of New Orleans
 University of North Alabama
 University of North Carolina
 at Asheville
 University of North Carolina
 at Greensboro
 University of Northern Colorado
 University of Northern Iowa
 University of Pittsburgh
 at Johnstown
 University of Science and Arts
 of Oklahoma

University of South Carolina
at Aiken

University of South Carolina
at Spartanburg

University of South Dakota
at Springfield

University of South Florida

University of Southern Colorado

University of Southern Maine

University of Southern Mississippi

University of Southwestern
Louisiana

University of Tennessee
at Chattanooga

University of Tennessee
at Martin

University of Texas
at Dallas

University of Texas of the
Permian Basin

University of Texas at Tyler

University of West Florida

University of Wisconsin
at Eau Claire

University of Wisconsin
at Lacrosse

University of Wisconsin
at Oshkosh

University of Wisconsin
at Parkside

University of Wisconsin
at Stout

University of South Carolina
Coastal Carolina College

Valdosta State College

Washburn University of Topeka

Weber State College

West Chester State College (PA)

West Georgia College

West Liberty State College

Western Carolina University

Western Connecticut State
College

Western Illinois University

Western Kentucky University

Western New Mexico University

Western Oregon State College

Westfield State College

Wichita State University

Winona State University

Winston-Salem State University

Winthrop College

Worcester State College